

TABLE 4**Five-class job importance latent class analysis solution with four response options: 2017**

(Percent and probability)

| Class (prevalence) | Response | | | |
|--------------------|----------------|--------------------|----------------------|----------------------|
| | Very important | Somewhat important | Somewhat unimportant | Not important at all |
| Class 1 (27.7%) | | | | |
| Salary | 0.877 | 0.122 | 0.001 | 0.001 |
| Benefits | 0.960 | 0.033 | 0.004 | 0.003 |
| Security | 0.887 | 0.102 | 0.008 | 0.003 |
| Location | 0.756 | 0.222 | 0.019 | 0.003 |
| Opportunities | 0.796 | 0.176 | 0.019 | 0.009 |
| Challenge | 0.992 | 0.008 | 0.000 | 0.000 |
| Responsibility | 0.885 | 0.111 | 0.003 | 0.001 |
| Independence | 0.959 | 0.040 | 0.001 | 0.000 |
| Contribution | 0.864 | 0.121 | 0.011 | 0.004 |
| Class 2 (26.7%) | | | | |
| Salary | 0.168 | 0.794 | 0.037 | 0.001 |
| Benefits | 0.184 | 0.753 | 0.057 | 0.006 |
| Security | 0.317 | 0.582 | 0.095 | 0.006 |
| Location | 0.496 | 0.447 | 0.051 | 0.006 |
| Opportunities | 0.386 | 0.498 | 0.098 | 0.019 |
| Challenge | 0.959 | 0.041 | 0.001 | 0.000 |
| Responsibility | 0.613 | 0.367 | 0.018 | 0.002 |
| Independence | 0.869 | 0.129 | 0.002 | 0.000 |
| Contribution | 0.727 | 0.251 | 0.019 | 0.002 |
| Class 3 (26.0%) | | | | |
| Salary | 0.802 | 0.195 | 0.003 | 0.000 |
| Benefits | 0.907 | 0.088 | 0.003 | 0.002 |
| Security | 0.749 | 0.230 | 0.020 | 0.002 |
| Location | 0.546 | 0.407 | 0.044 | 0.002 |
| Opportunities | 0.326 | 0.564 | 0.095 | 0.016 |
| Challenge | 0.507 | 0.459 | 0.032 | 0.002 |
| Responsibility | 0.111 | 0.757 | 0.124 | 0.008 |
| Independence | 0.459 | 0.498 | 0.041 | 0.002 |
| Contribution | 0.342 | 0.558 | 0.084 | 0.015 |
| Class 4 (13.9%) | | | | |
| Salary | 0.118 | 0.841 | 0.040 | 0.000 |
| Benefits | 0.070 | 0.850 | 0.077 | 0.003 |
| Security | 0.184 | 0.702 | 0.108 | 0.007 |
| Location | 0.388 | 0.538 | 0.071 | 0.003 |
| Opportunities | 0.091 | 0.672 | 0.222 | 0.016 |
| Challenge | 0.324 | 0.640 | 0.036 | 0.000 |
| Responsibility | 0.015 | 0.811 | 0.170 | 0.004 |
| Independence | 0.261 | 0.678 | 0.060 | 0.001 |
| Contribution | 0.222 | 0.673 | 0.099 | 0.005 |
| Class 5 (5.8%) | | | | |
| Salary | 0.203 | 0.348 | 0.233 | 0.216 |
| Benefits | 0.096 | 0.154 | 0.267 | 0.483 |
| Security | 0.080 | 0.137 | 0.261 | 0.522 |
| Location | 0.547 | 0.219 | 0.085 | 0.148 |
| Opportunities | 0.045 | 0.084 | 0.242 | 0.629 |
| Challenge | 0.646 | 0.232 | 0.039 | 0.084 |
| Responsibility | 0.297 | 0.319 | 0.183 | 0.200 |
| Independence | 0.611 | 0.250 | 0.056 | 0.084 |

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|--------------------|----------------|--------------------|----------------------|----------------------|
| | Very important | Somewhat important | Somewhat unimportant | Not important at all |
| Contribution | 0.573 | 0.268 | 0.061 | 0.098 |

Note(s):

Rows may not sum to 1.000 due to rounding. Response probabilities greater than 0.500 are considered salient and are represented in bold.

Source(s):

National Center for Science and Engineering Statistics, Survey of Doctorate Recipients, 2017.